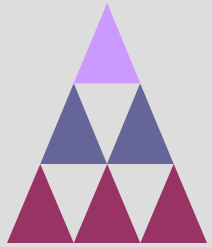


Growing Futures

North Dakota's Early Childhood Professional Development Plan

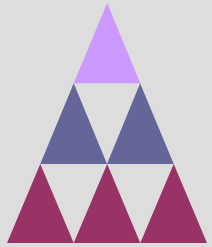
November, 2006

Growing Futures: North Dakota Early Childhood Professional Development



Background

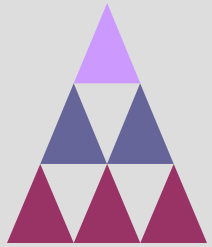
- In 2002, President Bush's *Good Start Grow Smart* initiative established the need for states to create and implement early childhood professional development plans.
- The goal of *Good Start Grow Smart* is to strengthen the professionalism of the early childhood workforce and improve the quality of care provided to children and families.
- Nationally, thirty-six States report that they have a professional development plan and an additional thirteen states are taking steps to develop such a plan (NCCIC 2005).



North Dakota's Challenge

Child care programs share the responsibility with parents to support children's early learning.

- The Dakotas have the highest proportion of women with children under six in the workforce at 76% (Source: <http://www.ndkidscount.org/publications/factbook/2006/stateregioncounty/northdakota.pdf>)
- 77,690 North Dakota women with children under the age of 17 are in the workforce (Source: <http://www.ndkidscount.org/publications/factbook/2006/stateregioncounty/northdakota.pdf>)
- Nearly 73,000 children under 13 years old need care while their parents work (Kids 0-13 = 96,168 X .76 = 73,087)



North Dakota's Challenge

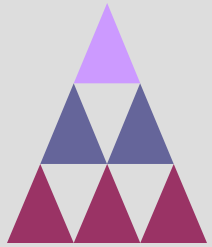
The supply of licensed child care currently does not meet the need.

- North Dakota's licensed early care and education programs have the capacity to care for 32,044 children, which is 44% of children needing care.

<http://www.ndkidscount.org/publications/factbook/2006/stateregioncounty/northdakota.pdf>

(32044/73000)

- 8-12% of early care and education programs currently meet the standards for quality (Source: http://www.fpg.unc.edu/ncedl/PDFs/facts1_1.pdf)



North Dakota's Challenge

Low wages and minimal benefits contribute to the turnover in the early childhood workforce.

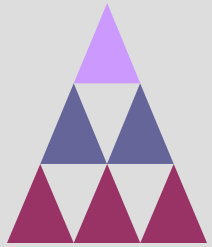
.6,000 early care workers contribute to our state's economy as members of our workforce (Source:

http://www.ndkidscount.org/publications/inform/2_3Inform.pdf)

- Head teachers working in a North Dakota child care center, those in charge of a group of children, earn an average of \$7.76 per hour

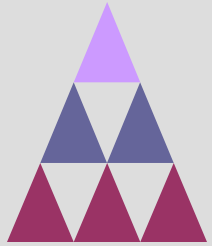
(Source: <http://www.ndchildcare.org/pdf/06SalarySurvey.pdf>)

- The early childhood workforce is continually recruiting and training due to the 31% annual turnover. (Source: <http://www.ndchildcare.org/pdf/06SalarySurvey.pdf>)



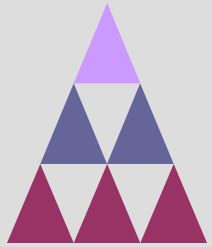
Research has Demonstrated

- Quality care and early education is cost-effective in preparing children to succeed in life.
- Young children benefit from knowledgeable and skilled caregivers/teachers to build a solid foundation for future learning.
- Parents want to have quality child care options/choices.
- Investment in the stability of the early childhood workforce results in consistent care (less turnover).
- The quality of care is tied to the wages, education and retention of the workforce.
- Sensitive, consistent, well-trained and well-compensated caregivers/teachers are the key ingredients in quality care and early education programs.



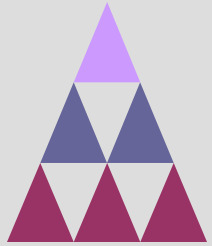
Early Childhood Professional Workforce Development

is the systematic,
formal preparation process
through which early childhood caregivers
gain the knowledge, skills, and
dispositions necessary
to serve children and families.

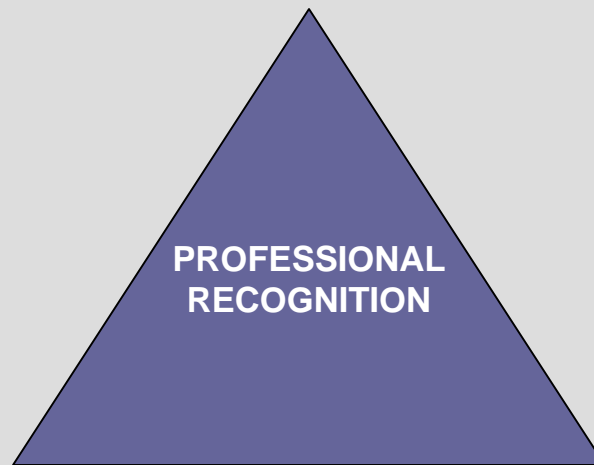


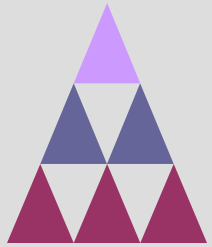
Benefits of Implementation Plan

- Establish standards for preparing the workforce to provide high quality care
- Provide quality training and education available statewide
- Link training to college credit
- Provide career guidance
- Record progress of participants
- Recognize and provide incentives to participants
- Promote and strengthen the profession



Professional Development Plan Foundation





Career Development

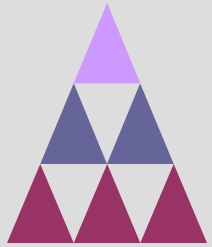
Core Knowledge Certificate: Initiates a voluntary 45-hour standardized training in basic principles of early childhood. This will provide direct caregivers with a strong foundation of knowledge and skill and establish consistency in workforce training across the state

Certificates & Specializations: Expands early care and education career opportunities to support specialization in specific aspects of early development and care (i.e., infants and toddlers)

Career advising: Assists individuals to chart career paths and access applicable training and support

Scholarships: Provides tuition support for early childhood training and education at North Dakota programs

Grants: Offsets accreditation and national CDA assessment fees

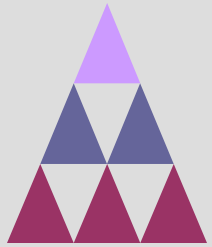


Professional Recognition

Individual Incentives: Encourages individual continuous learning through financial incentives

Technical Assistance: Assists programs to implement state early learning standards and meet quality rating criteria

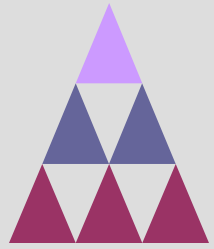
Program Incentives: Supports programs to sustain and increase program quality with financial incentives



Quality Rating System

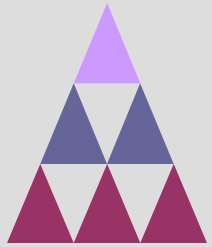
Rating System: Gives parents information needed to make informed choices for their children by assessing and publicizing???? the extent to which early care and education programs meet quality criteria

Tiered Subsidy Reimbursement: Supports parents by providing higher child care assistance payments for programs with higher quality ratings



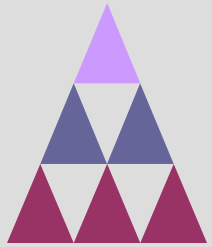
Professional Development Plan Components

- Core body of knowledge
- Core competencies for the workforce
- Central clearinghouse of training options
- Workforce training registry
- Career categories
- Career guidance
- Curriculum approval process
- Trainer registry
- Specialized credentials
- Incentives and scholarships
- Training articulation



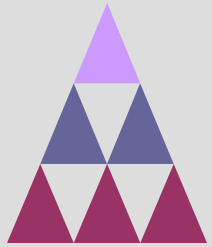
Benefits to Caregivers

- Core training that builds knowledge and skills
- Specialized training and education
- Documentation of training completed
- Career guidance in choosing training topic, format and level
- Scholarships that support further education
- Incentives to reward caregivers for training and prior learning



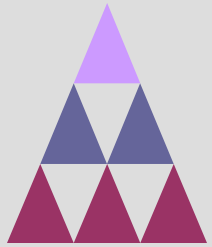
Benefits to Programs

- Technical assistance to help programs address early learning guidelines and meet rating criteria
- Incentives to encourage the above through salary increases
- Quality rating system documentation to market high quality programs



Benefits to Families

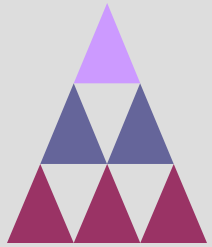
- Quality rating system documentation to easily understand their early care and education choices for their children
- Expanded Child Care Assistance financial support when child is enrolled in a high quality program
- Child care programs with staff that are more knowledgeable and skilled in meeting children's needs



Questions and Answers

Who created this plan?

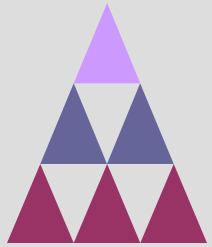
The Growing Futures plan is the result of a collaborative effort, coordinated by the ND Department of Human Services, between many individuals and groups, including family and center child care providers, Head Start, higher education, Child Care Resource and Referral, Native Indian representatives, and other interested parties.



Questions and Answers

Who is this for?

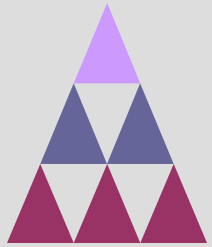
Teachers/ caregivers and administrators of early care and education will receive guidance in their career choices and support in their professional growth. Those who provide training and education in the field of early childhood will be encouraged to connect more credit-based coursework to previous training and prior learning in the development of programs and services.



Questions and Answers

What stage is the plan at now?

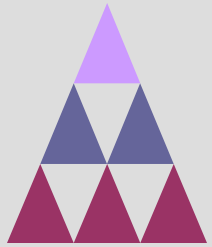
The Growing Futures plan has established the framework for professional development. Components, such as ongoing education and training, qualifications for career positions, and measurement of quality practices, need extensive development. Through the collaborative process, the Growing Futures Plan has been revised during its development, and it will continue to be changed and updated as the fields of early childhood and workforce development change.



Questions and Answers

Is this part of the North Dakota child care rules and regulations?

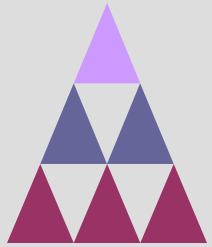
Participation in the Growing Futures Plan is voluntary. The plan is separate from the rules and regulations. There is no plan to include it in the rules and regulations.



Questions and Answers

How will the implementation of the Growing Futures Plan be funded?

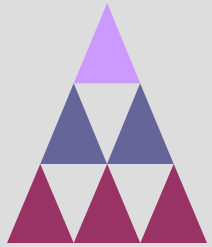
Due to the scope of the plan, multiple sources of funding including federal dollars, state resources, and foundation grants will be needed. Collaboration for sharing resources will be part of the Growing Futures implementation process.



Questions and Answers

How will the North Dakota Growing Futures Plan be administered?

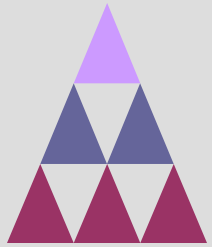
- The Growing Futures Professional Development Plan will be housed in the Department of Human Services in Early Childhood Services.
- The Professional Development Committee, composed of diverse stakeholders from the early care and education field, will advise the department.
- Existing systems will be utilized for tracking, record keeping, and plan management services.
- Everyone in the field has a stake in implementing the plan.



Questions and Answers

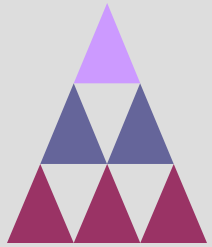
What are the next steps?

- Proposals for Growing Futures Plan implementation funding are being explored with foundations, federal grants, and the North Dakota State Legislature.
- The initial components will be structural in nature, such as training and trainer registries.
- North Dakota's Child Care Resource and Referral Network is upgrading software to be able to support Growing Futures.



Find out more....

- View the full plan
<http://www.nd.gov/humanservices/info/pubs/docs/cfs/growing-futures-prof-dev-plan-7-06.pdf>
- About Good Start Grow Smart
<http://www.nccic.org/pubs/goodstart/index.html>
- About Professional Development
<http://nccic.acf.hhs.gov/poptopics/index.html#workforce>
- About Quality Rating Systems
<http://nccic.acf.hhs.gov/poptopics/index.html#qrs>



For more information

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